

Utah Foster Care Citizen Review Board Policy

Effective Date: 8 January 1999

Revision Date: 17 September 1999

Conditions for Termination of a Volunteer's Services

1. Purpose

To outline the reasons that the services of a volunteer may be terminated.

2. Policy

The services of a volunteer **shall** be terminated if there is (1) a violation of the confidentiality policy; (2) they are convicted of a felony; or, (3) they are convicted of a misdemeanor involving children or family.

The circumstances under which the services of a volunteer **may** be terminated include, but are not limited to:

- C an unwillingness or inability to act appropriately during the review,
- C a lack of or inconsistent attendance - without appropriate notification of FCCRB staff,
- C the repeated inability to be objective and unbiased during the review,
- C they become a client of DCFS (see policy: Volunteers Receiving Services from DCFS), or,
- C they become a foster parent for DCFS or an agency contracting with DCFS.
- C lose focus that the child is the purpose of the review
- C behavior outside of the review process that is detrimental to the review process, our community partners and the children we serve.

If a volunteer is charged with a felony, any crime against children, domestic violence or charged with abuse or neglect in a child welfare proceeding that volunteer will be asked to take a leave of absence during the pendency of the proceedings.

After consultation between the Volunteer Services Coordinator and the Program Manager volunteers will be informed in a private meeting, letter or phone call if their behavior appears to meet the criteria for termination or a leave of absence. If the volunteer is unwilling to make the necessary changes to their behavior within a specified amount of time then the volunteer will receive a letter of termination.

The termination of a volunteer may be reviewed by the Director, FCCRB at the volunteer's request. If the volunteer is not satisfied with the Director's review they may request that the Steering Committee review their termination.